

PROCEEDINGS
OF THE
BOARD OF EDUCATION
Paducah, Kentucky
REGULAR MEETING
August 17, 2015

A regular meeting of the Board of Education of the Paducah Independent School District was held at the Central Office, 800 Caldwell Street, Paducah, Kentucky, on Monday, August 17, 2015 at 6:00 p.m.

ROLL CALL

Members Present: Felix Akojie, Janice Howard, Danette Humphrey, Carl LeBuhn, Rose Lowery

Others Present:

Donald Shively, Superintendent

Lisa Chappell, Secretary

Nicholas Holland, Attorney

Julie Huff, Treasurer

William Black, Instruction/Assistant Superintendent

Amie Tooley, Special Programs

Dale Weaver, IT

Troy Brock, DPP

Wayne Walden, Public Relations

Other staff and administrators

Media

After the roll call, it was established that a quorum of Board members was present. Mr. Shively led the Pledge of Allegiance.

ORDER NO. 63

APPROVAL OF AGENDA

The agenda was presented. Item 7.11 "Revised Certified Evaluation Plan" was added. The motion was made by Dr. Akojie and seconded by Mrs. Humphrey that the Board concur with the recommendation of the superintendent and approve the agenda as amended. The roll was called and all members present voted "yes".

ITEMS OF INTEREST/SUPERINTENDENT'S REPORT

Assistant Superintendent Will Black presented information to the Board regarding AP test results to be released and the new Baptist Health partnership class at PTHS.

Kristy Lewis, director of Head Start, thanked the board for their continued support and informed them that we were fully enrolled to meet our Head Start funded enrollment. Mrs. Lewis also informed the board about the opportunity to share Tiny Tornado at the Baptist Health Childbirth Fair coming up soon.

SPECIAL RECOGNITIONS

The following Paducah Tilghman High School Students were recognized by Assistant Principal Jonathan Smith:

Reece Butler – National Math Competition, Perfect ACT section scores in science and math

Anna Grace McGee, Perfect ACT section score in reading

Boys State

Logan Bakehouse

Jack Daniels

Harrison Kelly

Palmer Stroup

Kentucky Council of Teachers of English and Language Arts high school writing contest winners:

Meg Hancock

Anna Grace McGee

Connor Trimble

Emery Wainscott

Tilghman Bell Newspaper Staff– Kentucky High School Journalism Association State Award Winners

Palmer Stroup
Elizabeth Katz
Hannah Hunt
Karlee Humphrey
Madelyn Chambers
Molly Thompson
Abigail Hawkins
Rachel Benzing
Lily Shapiro
Parker Loyd

Governors School for Entrepreneurs - John Holtgrewe

Governor's School for the Arts

Micheal-Ellen Walden
Jose Roberto dos Remedios
Bradley Duncan
Andrew Shannon
Claire Kelly
Will Denton

Governor's Scholar Program

Lucie Tyrrell
Parker Belt
Reese Butler
Meg Hancock
Grant Hutcheson
Lauren Eickholz
Palmer Stroup
Shelby Browning, alternate

Class 2A Track and Field State Champions with Coach Randy Wyatt

HEARINGS OF INDIVIDUALS AND GROUPS

The Race Unity Group of Paducah, the organization that brought the film Racial Taboo to Paducah in April, introduced themselves to make the board aware of their weekly meetings. They have three comments: the desire that the school system address the concerns of the minority students in a more conscious way, that more teachers of color be hired, and that American History that is taught in our schools be more reflective of the contributions of African Americans and done so throughout the year rather than just one calendar month.

ORDER NO. 64

APPROVAL CONSENT AGENDA ITEMS

The Consent Agenda was presented with a recommendation for each item:

APPROVAL OF BILLS AND REGULAR DISBURSEMENTS - A listing of the disbursements for August 2015 was given to Board members with the agenda. Checks: 93966-94199
It was recommended that the bills and regular disbursements be approved.

ACCEPTANCE OF TREASURER'S MONTHLY REPORT - The Treasurer's Monthly Report for the period ending July 31, 2015 was presented. It was recommended that the Treasurer's Monthly Report be received.

ACCEPTANCE OF WORKING BUDGET ADJUSTMENTS - The Working Budget Adjustments for the period ending July 31, 2015 were presented. It was recommended that the Working Budget Adjustments be received.

DISPOSITION OF MINUTES - Copies of the minutes of the regular meeting held July 20, 2015 were included with the agenda for Board review. It was recommended that the minutes be approved.

ACCEPTANCE OF NOTIFICATION OF PERSONNEL ACTIONS - It was recommended that the Board receive the notification of personnel actions for certified and support personnel. These actions occurred since July 20, 2015.

APPROVAL OF LEAVE OF ABSENCE - It was recommended that the Paducah Board of Education grant a leave of absence to the following staff members as requested: Heather Hamilton, July 28, 2015 to October 20, 2015; Penny Husher, August 6, 2015 to September 7, 2015; Geco Ross, August 24, 2015 to September 25, 2015.

ACCEPTANCE OF CDIP PROGRESS MONITORING REPORT - It was recommended that the Paducah Board of Education receive the CDIP Progress Monitoring Report for August 2015 as presented by Will Black, Assistant Superintendent.

ACCEPTANCE OF PROFESSIONAL DEVELOPMENT PLANS - It was recommended that the Paducah Board of Education accept the school and district professional development plans for the 2015-16 school year as presented by Will Black, assistant superintendent.

APPROVAL OF STUDENT FIELD TRIP - It was recommended that the Paducah Board of Education approve the field trip as requested: Paducah Middle School choir to Holiday World, Santa Claus, Indiana – May 7, 2016.

APPROVAL OF FOOD SERVICE PROCUREMENT /BID AWARDS - It was recommended that the Paducah Board of Education approve the award/extension of bids for produce, chemicals, milk and dairy, bread and bakery products, food, non-food and supplies and hood cleaning. Paducah Public Schools are a part of the West Kentucky Educational Cooperative and affiliate West Kentucky School Food Service Organization.

The motion was made by Mrs. Howard and seconded by Mrs. Humphrey that the Board concur with the recommendations for the items included in the CONSENT AGENDA. The roll was called and all members present voted "Yes."

ORDER NO. 65

APPROVAL OF SCHOOL CROSSING GUARD AGREEMENT

Mr. Shively recommended that the Paducah Board of Education approve the one year pilot agreement with the City of Paducah to fund the cost to employ Paducah Public Schools employees to serve as crossing guards.

The motion was made by Mrs. Humphrey and seconded by Mrs. Howard that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO. 66

APPROVAL OF ADDITIONAL SUPPLEMENTS

Mr. Shively recommended that the Paducah Board of Education approve the additional supplements to be added in the 2015-2016 school year.

6th Grade Football Coach \$750; 6th Grade Assistant Football Coach \$500; 6th Grade Softball Coach \$750; 6th Grade Baseball Coach \$750; 6th Grade Girls Basketball Coach \$750; 6th Grade Boys Basketball Coach \$750; 6th Grade Boys Soccer \$750, 6th Grade Girls Soccer \$750.

The motion was made by Mrs. Howard and seconded by Mrs. Humphrey that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO. 67

APPROVAL OF ADDITIONAL SUPPLEMENT – GRANT WRITER

Mr. Shively recommended that the Paducah Board of Education approve the new position of Grant Writer for the district beginning in the 2015-2016 school year with an annual supplement of \$5,000 to \$10,000.

The motion was made by Mrs. Howard and seconded by Mrs. Humphrey that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO. 68

APPROVAL OF ADDITIONAL SUPPLEMENT – HEALTH COORDINATOR

Mr. Shively recommended that the Paducah Board of Education approve the revised job description for the position of District Health Coordinator. The supplement of \$4,000 to \$5,000 will begin October 1, 2015.

The motion was made by Mrs. Humphrey and seconded by Mrs. Howard that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO. 69

APPROVAL OF ADDITIONAL SUPPLEMENT - PADUCAH MIDDLE SCHOOL ASSISTANT INSTRUMENTAL MUSIC DIRECTOR

Mr. Shively recommended that the Paducah Board of Education approve the new position of Assistant Band Director for Paducah Middle School beginning in the 2015-2016 school year with an annual supplement of \$1,000 to \$5,000.

The motion was made by Ms. Lowery and seconded by Mrs. Howard that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO. 70

APPROVAL OF SUPPLEMENTAL PAY SCHEDULES

Mr. Shively recommended that the Paducah Board of Education approve the Supplemental Pay Schedules as presented by Julie Huff, finance director.

The motion was made by Ms. Lowery and seconded by Mrs. Howard that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

Supplement	Amount
Administrative Positions	
Superintendent	Salary Table
Asst Superintendent	2,000.00 - 6,000.00
Dir District Personnel	12,000.00 - 18,000.00
Dir Instruction	12,000.00 - 18,000.00
Dir Pupil Personnel	12,000.00 - 18,000.00
Dir Spec Educ	12,000.00 - 18,000.00
Principal, Clark	12,000.00
Asst Principal , Clark	6,000.00
Principal, McNabb	12,000.00
Asst Principal , McNabb	6,000.00
Principal, Morgan	12,000.00
Asst Principal , Morgan	6,000.00
Principal, Pad Middle	17,000.00
Asst Principal, PMS	8,500.00
Asst Principal, PMS	8,500.00
Principal, Tilghman	21,500.00
Asst Principal, Tilghman	8,500.00
Asst Principal/AthlDirector, Tilghman	8,500.00
Dean, Tilghman	8,500.00
Principal, Alternative1	3,250.00
Sec, Bd of Educ	3,000.00 - 8,500.00
Treas, Bd of Educ	3,000.00 - 7,500.00
Federal Programs	2,500.00 - 7,500.00
Crossing Guards	3,000.00
Health Coordinator	4,000.00 - 5,000.00
Grant Writer	5,000.00 - 10,000.00
High School Supplements	
Academic Team Coach	3,000.00
Academic Team Coach	2,500.00
Archery Head Coach	2,250.00
Archery Assistant Coach	500.00

Baseball Asst Coach	1,750.00
Baseball Coach	5,000.00
Basketball Boys Head Coach	10,000.00+15 Days
Basketball Boys Assist Coaches	15,000.00
Basketball Girls Head Coach	10,000.00+15 Days
Basketball Girls Assist Coaches	15,000.00
Cheerleading Coach	5,000.00
Cheerleading Asst Coach	2,000.00
Choral Accompanist	\$30 per hour
Choral Music Director	7,500.00 - 10,000.00
Cross Country Coach Boys	4,000.00
Cross Country Coach Girls	2,000.00
Cross County Asst Coach	1,500.00
Debate Coach	2,250.00
Debate Asst Coach	600.00
Drama Club Adv	2,000.00
Drama Club Asst	800.00
Football Head Coach	10,000.00+15 Days
Football Assistants	30,000.00
Future Educators	600.00
Golf Coach Boys	4,000.00
Golf Coach Girls	4,000.00
Instrumental Music Aides/Camp	4,200.00
Instrumental Music Director	8,000.00 - 10,000.00
Business Dept Head	900.00
Lang/Liter Dept Head	900.00
Math Dept Head	900.00
National Honor Society	600.00
Newspaper Adv	800.00
Science Dept Head	900.00
Soc Studies Dept Head	900.00
Spec Ed Dept Head	900.00
Voc Ed Dept Head	900.00
Soccer Boys Coach	7,500.00
Soccer Asst Coach (Boys)	3,200.00
Soccer Girls Coach	7,500.00
Soccer Asst Coach (Girls)	3,200.00
Softball Coach	5,000.00
Softball Asst Coach	1,750.00
STLP	750.00
Student Council Adv	600.00
Student Tech Resource Tchr	750.00
Swim Coach	2,500.00
Technology Coordinator	750.00
Tennis Coach Boys/Girls	7,500.00
Tennis Assistant Coaches	10,000.00
Track Boys Coach	7,500.00
Track Boys Asst Coach	3,000.00
Track Girls Coach	7,500.00
Track Girls Asst Coach	3,000.00
Volleyball Coach	4,000.00
Volleyball Asst. Coach	1,750.00
Wrestling Coach	4,000.00
Wrestling Asst Coach	2,000.00
Yearbook Adv	800.00

Middle School Supplements

Academic Team Coach(Grade 7)	1,500.00
Academic Team Coach(Grade 8)	1,500.00

Baseball Boys Coach	1,800.00
Baseball Boys Coach (6th Grade)	750.00
Basketball Boys Coach (6th Grade)	750.00
Basketball Boys Coach (7th Grade)	3,000.00
Basketball Boys Coach (8th Grade)	3,000.00
Basketball Girls Coach (6th Grade)	750.00
Basketball Girls Coach (7th Grade)	3,000.00
Basketball Girls Coach (8th Grade)	3,000.00
Cheerleading Coach (7th Grade)	1,500.00
Cheerleading Coach (8th Grade)	1,500.00
Choral Music Director	1,500.00
Football Asst Coach (1)	750.00
Football Asst Coach (2)	750.00
Football Asst Coach (3)	750.00
Football Asst Coach (6th Grade)	500.00
Football Coach (6th Grade)	750.00
Football Coach (7th Grade)	3,000.00
Football Coach (8th Grade)	3,000.00
Future Problem Solving	750.00
Future Problem Solving Judge	200.00
Governors Cup Coordinator	400.00
Instrumental Music Director	1,500.00
Asst Instrumental Music	1,000.00 - 5,000.00
Math Counts Coordinator	400.00
Art Club Sponsor	350.00
Speech Club Sponsor	350.00
Science Club Sponsor	350.00
Soccer Coach (Boys)	1,500.00
Soccer Coach (Boys - 6th Grade)	750.00
Soccer Coach (Girls)	1,500.00
Soccer Coach (Girls - 6th Grade)	750.00
Softball Girls Coach	1,800.00
Softball Girls Coach (6th Grade)	750.00
Spanish Club Sponsor (6th Grade)	350.00
STLP (TITLE IID)	750.00
Student Council Advisor	600.00
Student Tech Resource Tchr (Title IID)	750.00
STC Coordinator	750.00
Track Boys Coach	1,500.00
Track Girls Coach	1,500.00
Track Asst Coach	750.00
Tutor/Coach (written composition)	250.00
Tutor/Coach (social studies)	250.00
Tutor/Coach (language arts)	250.00
Tutor/Coach (science)	250.00
Tutor/Coach (math)	250.00
Tutor/Coach (arts/humanities)	250.00
BETA Club	600.00
Yearbook Advisor	500.00
Young Historians Sponsor	900.00

Elementary School Supplements

Academic Team Coach – Clark	1,200.00
Academic Team Coach-Clark	1,200.00
STLP – Clark	750.00
STRT- Clark	750.00
STC- Clark	750.00
Academic Team Coach – McNabb	1,200.00
Academic Team Coach-McNabb	1,200.00

STLP – McNabb	750.00
STRT- McNabb	750.00
STC- McNabb	750.00
Academic Team Coach – Morgan	1,200.00
Academic Team Coach – Morgan	1,200.00
STLP – Morgan	750.00
STRT- Morgan	750.00
STC- Morgan	750.00
STC – Choices	375.00

ORDER NO. 71

APPROVAL OF DISTRICT ASSURANCES

Mr. Shively recommended that the Paducah Board of Education approve the District Assurances, authorizing that all the schools in our district (including private schools receiving funding from our district) will be in compliance with all of the assurances listed in the Assurances Document provided by the Kentucky Department of Education for the 2015-2016 school year. Another version of this document was approved by the board in June. Changes were made in the document after the board approved it, and KDE has requested that the board approve the updated version.

The motion was made by Mrs. Humphrey and seconded by Mrs. Howard that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted “Yes.”

ORDER NO. 72

APPROVAL OF ELECTIVE COURSES

Mr. Shively recommended that the Paducah Board of Education approve the elective courses as required by the state for the Paducah Independent Schools as presented by Will Black, Assistant Superintendent of Instructional Programs. (In addition to a wide variety of electives already offered in various content areas in our district, the following electives require board approval.)

Proposed Board-Approved Electives for Paducah Independent School District
Paducah Tilghman Electives:

Capstone Research (1 hour course)
Capstone (1 hour course)

Course Description: The goal of the Capstone Course is to provide meaningful, rigorous, student driven learning opportunities to seniors. This course is student directed, has real world applications, and is often interdisciplinary. Students will be expected to conduct research, investigate problems and solutions, create and deliver presentations, find and develop a relationship with a mentor. This project based course will “create projects to learn and learn to create” (Aronson, 2013). In order to enroll in this course, students must enroll in both 1 hour courses.

Recommended Certification: Secondary school teacher certification

Early College Academy

Course Description: Seniors who are college-ready may apply to the Tilghman Early College Academy. This program supports students as they take dual-credit college courses at West Kentucky Community and Technical College. Not only will students begin earning college credits during high school, they will actually get the chance to become immersed in collegiate academic life while still being supported by Tilghman staff. Students will work together to navigate the various challenges that college students face. Students in this program could potentially complete their Senior year with up to 9 college credit hours.

Recommended Certification: Secondary school teacher certification

English Success Lab

Course Description: This course is designed for college-bound seniors who are close to meeting the college readiness benchmarks in English. The instruction will prepare seniors to meet college standards on the ACT or on the COMPASS test which is used by colleges for English course placement. Meeting the minimum standards means saving time and money by not having to take non-credit remedial classes in college.

Recommended Certification: Reading Specialist Certification, English Certification, or Special Education Certification

Reading Success Lab

Course Description: This course is designed for college-bound seniors who are close to meeting the college readiness benchmarks in Reading. The instruction will prepare seniors to meet college standards on the ACT or on the COMPASS test which is used by colleges for English course placement. Meeting the minimum standards means saving time and money by not having to take non-credit remedial classes in college.

Recommended Certification: Reading Specialist Certification, English Certification, or Special Education Certification

Math Success Lab

Course Description: This course is designed for college-bound seniors who are close to meeting the college readiness benchmarks in Math. The instruction will prepare seniors to meet college standards on the ACT or on the COMPASS test which is used by colleges for Math course placement. Meeting the minimum standards means saving time and money by not having to take non-credit remedial classes in college.

Recommended Certification: Mathematics Certification or Special Education Certification

RTI Reading

Course Description: This course is designed for students in their freshman year who require extra reading support to achieve proficiency on Reading standards. The instruction will prepare students to meet the standards of the English 9 course.
Recommended Certification: Reading Specialist Certification, English Certification, or Special Education Certification

RTI English 10

Course Description: This course is designed for students in English 10 who require extra reading support to achieve proficiency on English standards. The instruction will prepare students to meet the standards on the End of Course Exam.
Recommended Certification: Reading Specialist Certification, English Certification, or Special Education Certification

RTI English 11

Course Description: This course is designed for students in English 11 who require extra reading support to achieve proficiency on English standards. The instruction will prepare students to meet college standards on the ACT or on the COMPASS test which is used by colleges for English course placement.
Recommended Certification: Reading Specialist Certification, English Certification, or Special Education Certification

RTI Algebra I

Course Description: This course is designed for students in Algebra I who require extra math support to achieve proficiency on math standards. The instruction will prepare students to meet standards on the End of Course Exam.
Recommended Certification: Mathematics Certification or Special Education Certification

RTI Algebra II

Course Description: This course is designed for students in Algebra II who require extra math support to achieve proficiency on math standards. The instruction will prepare students to meet standards on the End of Course Exam.
Recommended Certification: Mathematics Certification or Special Education Certification

The motion was made by Mrs. Humphrey and seconded by Ms. Lowery that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO. 73

APPROVAL OF DRAFT DISTRICT FACILITY PLAN

Mr. Shively recommended that the Paducah Board of Education approve the final draft of the District Facilities Plan as presented by the District's Local Planning Committee. Upon approval, the Plan will be submitted to the Kentucky Department of Education and the Kentucky Board of Education for final review and approval in October, 2015.

The motion was made by Mrs. Humphrey and seconded by Ms. Lowery that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO. 74

APPROVAL OF VISION AND MISSION STATEMENT

Mr. Shively recommended that the Paducah Board of Education approve the new Paducah Public Schools Vision and Mission.

Vision: To know each and every student by name and need.

Mission: To inspire all students to achieve excellence, explore opportunities, and realize their full potential with the goal of preparing each and every student to be college or career ready upon graduation.

The motion was made by Dr. Akojie and seconded by Ms. Lowery that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO. 75

APPROVAL OF REVISED CERTIFIED EVALUATION PLAN

Mr. Shively recommended that the Paducah Board of Education approve the revised Certified Evaluation Plan 2015-2016. After we submitted the district's Certified Evaluation Plan one month ago, the Kentucky Department of Education suggested a few minor changes. The revised version has been approved by the 50/50 Evaluation Committee. Upon the approval of the board, the revised plan will be re-submitted to KDE. This plan will guide the certified evaluation process in our district for the current school year.

The motion was made by Mrs. Humphrey and seconded by Mrs. Howard that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO. 76

ACTION TO GO INTO EXECUTIVE SESSION

Dr. LeBuhn announced that the Board needed to go into executive session for the purpose of discussion of personnel. The motion was made by Mrs. Humphrey and seconded by Ms. Lowery that the Board go into executive session. The roll was called and all members present voted "Yes."

ORDER NO. 77

ACTION TO RETURN TO OPEN SESSION

The motion was made by Mrs. Humphrey and seconded by Mrs. Howard that the Board return to open session. The roll was called and all members present voted "Yes."

ORDER NO. 78

ACTION TO ADJOURN

The motion was made by Mrs. Humphrey and seconded by Mrs. Howard that the meeting be adjourned. The roll was called and all members present voted "Yes." The meeting adjourned at 7:30 p.m.

Chairman

Secretary

The requirements of KRS 61.810, 61.815, 61.820 and 61.823 were complied with relative to the foregoing meeting.